

OUR COMMITMENT TO ABSOLUTE ZERO

It is the policy of Kelly Services, Inc., and its subsidiaries, ("Kelly," "Kelly Services") to promote workplace health and safety. Our vision to provide the world's best workforce solutions requires us to pursue continuous improvement toward Absolute Zero – zero on-the-job accidents, zero on-the-job injuries, and zero on-the-job illnesses. Each of us must take personal responsibility for our own safety and the safety of our co-workers and those for whom we are responsible.

Safe behavior requires an alignment of interests with our customers, employees and suppliers. We expect all Kelly customers, employees, contractors and suppliers to:

- Comply with, if not exceed, all applicable safety, health, and security regulations;
- Promote a culture that fosters open dialog on working conditions;
- Hold all employees personally responsible for safety and health compliance;
- Engage in collaborative and effective safety partnerships, and
- Continually assess worksites to ensure a safe work environment.

Ensuring workplace safety and health must be constants in our business. We shall pursue nothing less than Absolute Zero.

You and Absolute Zero

To ensure your success during your assignment, your personal safety is our number one priority and must be yours. That is why at Kelly Services, we believe the most important number when it comes to employee safety is zero. Zero on-the-job accidents, zero on-the-job injuries, and zero on-the-job illnesses. ABSOLUTE ZERO!

Working with our customers, we will prepare you to conduct your assignment safely and successfully by providing the necessary training, tools, and resources. As a Kelly Services employee it also your responsibility, and it is our expectation, that you will perform your job the right way and the safe way every time. Meeting these expectations will ensure we can achieve Kelly Services safety vision of an injury-free workplace. Personal safety is a core job responsibility for all Kelly Services employees.

As an employee of Kelly Services, you are expected to:

- Accept responsibility for your own behavior and actions.
- Know and comply with all safety policies, standards and procedures that apply to your job.
- Actively participate in all required training.
- Actively participate in safety meetings.
- Not knowingly commit unsafe acts.
- Know and manage your own personal limitations.
- Assess the hazards of the job area before starting any assignment and plan the job so that the work can be done safely.
- Manage any situations that affect your ability to do the job safely.
- Continuously evaluate conditions that affect your ability to do the job safely.
- Use the correct tools and use them safely.
- Maintain good housekeeping in your work area.
- Not let job pressures affect your ability to safely perform your job.
- Work with your Kelly Representative to identify additional training needs.

Additionally, to help ensure your safety and the safety of those around you, you are expected to:

- Immediately report all incidents, near misses and unsafe conditions to your customer supervisor and Kelly Representative.
- Intervene to address unsafe conditions or behaviors.
- Immediately report to your customer supervisor and Kelly Services Representative upon becoming aware of an injury or illness that may be work-related.